PEACE CORPS
volunteer
AUGUST 1966

WORLDWIDE –
4,000 Volunteers rank problems

VENEZUELA –
Five Volunteers speak out

VERMONT –
Training for India at Judgment Ridge

TURKEY –
A Peace Corps marriage Sőgűtlűdere Style

CAMEROON –
An architect turns teacher to improve housing

BOLIVIA –
A Sunday excursion 6,000 feet up the Andes by truck

BY JOB, REGION:

Volunteers rank problems

What are the biggest problems faced by a Peace Corps Volunteer in the field?

The responses of more than 4,000 Volunteers who completed service over a two-year period suggest that the answers to that question are most frequently associated with the job.

Among the major problems cited by the Volunteers were:

Support from host country officials (cited as a problem by 69 per cent).

Activity of host country nationals in helping themselves (79 per cent).

A frustrating work experience (79 per cent).

Lack of effective counterpart (55 per cent).

The Volunteer attitudes toward problems were included in a comprehensive survey reported by Timmy Napolitano of the Peace Corps Division of Research. Data for the report, titled "The Volunteer Views the Peace Corps," were drawn from questionnaires answered by 4,251 Volunteers at completion of service conferences between the spring of 1963 and the fall of 1965.

The questionnaires are the first item on the agenda of the conferences, which are attended by all Volunteers whose groups are completing service. The questionnaires are filled in anonymously. The results are tabulated immediately for use as a basis for discussion at the conference, and are later reviewed by overseas and Washington staff.

All of the Volunteers sampled in the research project entered training between January, 1962, and October, 1963.

The questionnaire includes a list of 29 problems, which Volunteers are asked to categorize as "serious," "minor," or "no problem at all." The report grouped problems in four headings: job related, Peace Corps operations, host country, and personal adjustment.

"The most striking feature of the responses was the tendency of the Volunteers not to consider most of these problems as serious," the report said. "Only ten per cent of the responses fell into the serious category, 31 per cent into the minor problem category, and 59 per cent were in the no problem category."

In other words, each Volunteer, on the average, reported three serious and nine minor problems.

Job problems

The items most frequently checked as problems and those most likely to be viewed as serious by Volunteers centered around the job.

In assessing the replies by region and by type of work, certain differences emerged. It was found, for example, that Africa Volunteers consistently checked job oriented problems less frequently than Volunteers in other regions. Teachers also appeared less concerned about job problems. Since four out of every five Africa Volunteers in the study were teachers, it was suggested that the relative ease with which the Africa Volunteer and the teachers faced these problems was a result of less demanding jobs.

In seeing the results of their work, Volunteers in the Near East, South Asia and the Far East checked this as a problem more frequently than Volunteers in Africa and Latin America. Among the various types of work, "seeing results" was mentioned most often as a problem by health workers and teachers.

Health workers emerged from the report as a distinguishable group of Volunteers. Most of them were female nurses. While they measured up to the norm when it came to willingness to volunteer again, they were lowest among groups in willingness to serve again in the same country, and they had the least sense of contribution of any group of Volunteers. This may have been a result of higher professional expectations that were not matched by realized accomplishments, and hopelessness about the health needs of a growing population.

The data seem to support the hypotheses that the more clearly a job is defined (the greater structure in the job) the more likely the Volunteer will view his technical skill as adequate. Workers in community development, the least structured job in the Peace Corps, are most likely to find technical skill a problem: six out of ten report it a problem, compared with only four out of ten serving in other fields. "This suggests a need for a better definition of community development and better training in community development skills —personal and practical—that can be taught in training," the report concludes.

Peace Corps operations

Though job related problems loomed largest on the Volunteer checklist, there was evidence of considerable feeling about Peace Corps operations, host country relationships and personal adjustment problems.

From the Volunteer point of view, adequate support from the Peace Corps staff does not come simply from the frequency of staff visits. About half of the Volunteers called "support from Peace Corps officials" a problem, but only a fourth of them cited the "number of visits from the staff" as a problem. Thus Volunteers render a qualitative judgment on staff support.

Latin America Volunteers considered staff support a problem more frequently than Volunteers in other regions. Africa Volunteers expressed discontent about general Peace Corps policies more frequently than others (six out of every ten checked it). Volunteers who held more than one job appeared least happy with the Peace Corps in terms of support and policies.

PEACE CORPS
volunteer
AUGUST 1966
Volume IV Number 10

Published monthly by the Division of Volunteer Support, Peace Corps, Washington, D. C. 20525.

Stuart Awbrey, editor; Pat Brown and John English, associate editors.

Coming in September: "The Volunteer in the City." Next month's issue will feature the life and work of Volunteers in urban situations on three continents.

With regard to staff, 45 per cent of all Volunteers said they did not know or only had a vague idea of where they stood. Far East Volunteers, followed by Africa Volunteers, most frequently reported they were in the dark regarding what the staff thought of them.

Host country

Problems relating to conditions found in the host country were seldom rated as "serious" but interesting regional differences emerged.

Africa Volunteers found "interest of host country in Peace Corps work" and "excessive social demands" least often a problem. Latin America Volunteers most often marked "relations with other Volunteers" a problem but only slightly more often with Africa Volunteers.

Far East Volunteers cited "excessive social demands in the host country" most frequently a problem. Near East and South Asia Volunteers appear to have had the hardest time with "interest of host country in Peace Corps work" and "unfriendliness of the people." Almost half of all Volunteers found that the "image of the Peace Corps held by host country people" was a problem.

Personal adjustment

In the early days of the Peace Corps it was widely assumed that mere survival would be a major Volunteer accomplishment and that conditions of food, shelter, and health would be the greatest problems. The report confirms that these problems are actually least among Volunteer worries. Though often a "minor problem," Volunteers seldom viewed them as "serious."

Half of the Volunteers in the study reported that they lived in rural areas, and of that group only two of every five felt their community was isolated. About a third of the Volunteers resided in urban areas; the rest lived in more than one type of location.

Physical hardship was considered a problem by very few Volunteers. It was most often checked by community development workers, and least often by Volunteers in Africa.

Near East, South Asia and Latin America Volunteers checked health as a problem most often. Seven of every ten Volunteers did not consider food a problem, and less than four

'Too much bureaucracy'

Like Volunteers everywhere, they filled out completion of service questionnaires.

Their most serious problem was "lack of activity of host country people in helping themselves."

Their second most serious problem was "lack of support from host country officials."

The thing they liked most about their program was the "flexibility and freedom" it allowed them.

The things they liked least were the bureaucracy and the administrative problems they encountered.

These are not unusual responses. The same themes emerge from Volunteer questionnaires throughout the world.

But this was an unusual group. It was not American and it was not Peace Corps. The respondents were five Indians who had just completed a year in the United States as the vanguard of the Partnership Exchange Program.

Their completion of service questionnaire was adapted, with some variations, from the forms required of every Peace Corps Volunteer.

The Indian quintet spent the year serving with anti-poverty agencies in five large U.S. cities (see THE VOLUNTEER, March, 1966).

One of the volunteers developed a questionnaire designed to survey the "felt needs" of his community. The sponsoring agency sat on his proposal for two months, despite his constant efforts to get it approved. The volunteer complained that the agency had too many administrators and not enough field workers.

An agency official later told a representative of the Peace Corps that the agency thought the questionnaire was a bad idea because it would raise false hopes in the community, but at the same time the agency didn't want to dampen the Indian's enthusiasm by turning him down outright.

Another example of frustration was cited by a volunteer who complained about being placed under a less qualified and less experienced supervisor. The agency admitted this was true, but felt it could not be changed, since they needed to treat their junior professionals well because they would be there long after the volunteer went back to India.

The same volunteer had launched a family planning information clinic despite the reluctance of the sponsoring agency, which considered it potentially controversial. Though the Indian saw family planning as the community's most pressing need, the agency assigned no one to take the volunteer's place on the grounds that no one was qualified.

Other parallels with Peace Corps service emerged from the final queries. The Indians, who spoke fluent English, had trouble at first with the "local dialect," as they put it. Practice eased that difficulty.

Also, the Indians all became involved in non-job related activities: one taught Hindi to local students; another tutored in English.

Diet problems emerged. Two of the volunteers were vegetarians, and the others would not eat beef.

The Indians found advantages to being foreigners, including the curiosity about them which led to questions about India and made for quicker involvement in community affairs. Also, the Indians thought they had more freedom in dealing with their supervisors than their American counterparts did.

The Indians found it hard to understand the multiplicity of agencies in the same city all dealing with poverty problems. They were bothered by overlapping jurisdictions and lack of coordination. One American who tried to explain the system to them finally resorted to the comment: "Well, that's how it is; that's the way we do things in America."

per cent felt it was a serious one. Latin America Volunteers marked this as a problem most often.

Only five per cent of all Volunteers considered their housing arrangements a serious problem, though it was a minor problem for 25 per cent.

Living allowances proved more touchy. While 8 per cent considered this a serious problem, 26 per cent found it a minor problem. In Latin America it was more of a grievance than elsewhere, and it was less important to teachers than to other groups.

Isolation in living or work situations was deemed a serious problem by five per cent and a minor problem by 21 per cent, but there was no correlation between feelings of isolation and work location.

More than a third of all Volunteers mentioned "dating" as a problem, though only ten per cent called it serious. This was more pronounced among Volunteers in the Near East and South Asia, where Moslem cultures predominate.

Transportation was rated as a serious problem by 12 per cent of all Volunteers, and was most troublesome to Africa Volunteers.

In one other area, language, more than half of all Volunteers called "ability to communicate in the local dialect" a problem (see THE VOLUNTEER, July).

MOST WOULD DO IT OVER

The survey of more than 4,000 Volunteers who have completed service shows that 91 per cent of them were satisfied with their Peace Corps experience and that 94 per cent of them would volunteer again.

A total of 84 per cent of the Volunteers felt that their work had made a contribution to the host country's economic, cultural or social development. But only 44 per cent felt they had given all they could to the whole job of being a Volunteer.

While 94 per cent of the Volunteers said they would do it all over again, only 80 per cent would volunteer to serve in the same country. This indicates that the idea of the Peace Corps stands above the actual experience of being a Volunteer.

One-third did 'very well'

Some results of the reports on Volunteer views of the Peace Corps:

* * *

Nine out of ten Volunteers said they had experienced "low points" during their service. Three fourths of them considered these problems different from problems they had encountered before joining the Peace Corps.

* * *

Half of the Volunteers said that "ideal living arrangements" included having one or two Volunteer roommates. That sentiment was especially notable in the Near East and South Asia, while Latin America and Far East Volunteers seemed more favorable to living alone.

* * *

Four out of every five Volunteers said their attitudes toward the United States had changed during their overseas service (reasons were not tabulated).

* * *

About two thirds of the Volunteers said they had done "moderately well" as Volunteers. About one third said they had done "very well" and only 1.6 per cent said they had done "not well at all."

* * *

Seven out of every eight Volunteers responded positively to the question: "Knowing what you know now, do you believe that you should have been selected for this project?"

* * *

About a fourth of all Volunteers rated succeeding groups "better" than their own, and another fourth said later groups were "worse." About half of the Volunteers said they were the "same."

* * *

Half of the Volunteers said they had adequate opportunity for intellectual stimulation; the other half said they didn't.

* * *

Most Volunteers around the world said they devoted an average of from one to 15 hours per week to activities beyond their regular jobs. Only five per cent gave less than an hour; 18 per cent gave more than 15 hours. The rest were in the 1 to 15 hour range.

* * *

Three of every twenty Volunteers said they hadn't reported all the illnesses or accidents they were supposed to report.

* * *

Most Volunteers felt a kinship or esprit de corps as part of the greater Peace Corps world wide. But a third of those sampled said their feeling in this direction was marginal, and eight per cent said they felt no kinship whatsoever.

Absentee ballots are available

Volunteers may obtain absentee ballots for national elections this fall by using a Federal Post Card Application supplied by the Peace Corps office in their respective countries.

Before submitting a ballot application, however, Volunteers should note the absentee voting regulations of their states and the dates by which their states require receipt of applications. *Voting Information 1966*, also available in the country Peace Corps office, is a guide.

U.S. Embassy or consular officers can certify and notarize ballot applications and ballots. The Peace Corps director is not authorized to do this. Volunteers who are unable to appear personally at the embassy or consulate should forward applications and ballots to their Peace Corps director, who will see that the signatures are certified and pouched to the United States.

Questions regarding absentee balloting procedures may be directed to the Division of Volunteer Support Voting Officer, Peace Corps, Washington, D. C. 20525.

A view from the rear of the room

To John Coyne, part of the switch from Volunteer service to serving Volunteers has consisted of a move from the front to the rear of the classroom. He spent two years as a teacher in Ethiopia and has now resumed his residence there as an associate Peace Corps director. His views from this new perspective are presented in this article.

By JOHN COYNE

Addis Ababa, Ethiopia

The only Peace Corps staff member to visit my classroom at the Commercial School here was Sargent Shriver. In November, 1962, he saw my tenth graders among other Volunteer classes he visited. In his usual manner he came hurrying through the door with hand outstretched and said: "I'm Sargent Shriver." I flippantly replied, "No kidding?" It was my best one-upmanship. I was pleased by Shriver's visit—it was the first time my students had been quiet since September.

Now, as a staff member, I don't feel guilty, or imposing, when visiting Volunteers' classrooms. I'm not as overwhelming as Shriver, but I know that for at least 40 minutes there will be silence in the room. Most Volunteers I have visited don't need me in the back of the room to keep students quiet and for an odd, brief moment while I watch the order and system, I contemplate, "Well, it's not so bad after all." Then I remember!

At the Commercial School I had many noisy girls. And they are, as a priest who taught me in high school once said, "impossible to teach because you cannot hit them." Boys are another story.

Hitting students never worked as a disciplinary measure for me, although at times it came closest to the truth. I ran, what one of my students phrased, a "careless" class. I think he's right, but I've never been able to quite define the term.

Bart Brennan in Yirgalem, however, doesn't run a "careless" class. His students are controlled by the volume of his voice, which needs to be great, due to the traffic of screaming elementary children playing football outside the windows. There is something threatening in the way he storms into the room and begins, "Gentlemen, it is time."

Across the school's compound at Yirgalem, Sarah Dixon has another approach. She teaches calmly with a gentle voice. And her students listen. Sally Andrews, who is also quiet and Southern, ignites with energy at Tafari Makonnen in Addis and might rival Bart Brennan when she has her class doing oral drills.

Teachers have to find their own personality and their own techniques. Teaching is a discovery of one's personality. The view from the rear of the room has taught me a lot about how I should have taught. I'm sorry now that I did not observe other Volunteers when I was at the Commercial School. I think we could have learned a good deal from each other. I suggest it to those who have some free time.

"Teachers have to find their own techniques. Teaching is a discovery of one's personality. The view from the rear of the room has taught me a lot about how I should have taught."

Watching Volunteers struggling to communicate a few facts in 40 minutes, I sometimes wonder why we don't all just give up and go home. The tide of misunderstanding and incomprehension never seems to go out. I never gave up, I guess, for a couple of reasons. One was my headmaster, Ato Seifu, who, when I'd come into his office full of rage and disenchantment, would lean back in his chair, smile, and tell me how bad it used to be. Another reason was Harris Wofford, our Peace Corps director.

Wofford sent us memos each month which had the Knute Rockne quality of half-time pep talks. In these missiles he would continually re-define the reasons for our being in the Peace Corps and why we were teaching in Ethiopia. He always could, with his great stretches of imagination, explain how our secondary school teaching contributed directly to a developing nation's need to learn the process of self government. For example, he once wrote:

The classroom or school in which you are teaching should be, as much as it can be made, a model of the kind of society we and the Ethiopians want to achieve. This is an old proposition. Aristotle saw the Academy as a classic definition of what a university should be, what a school should be, what a government should be. Robert Hutchins is saying the same thing when he says that ours is the civilization of the dialogue.

What I'm suggesting is that our way of education should primarily be

education by dialogue . . . The things learned by lectures, by rote, by drill are generally inconsequential. Only self discovery is consequential. For this, listening and questioning are the special components.

There is certainly a great deal of questioning going on in the classrooms I've visited. Questions by the Volunteers, questions by students. Listening, however, is something else.

"They never listen" is a statement I've uttered often enough at the Commercial School to doubt its validity. Teachers generally ask a tremendous amount from students. I think most Volunteers know that, although in the middle of the lesson, it's difficult to remember how much to expect.

This point of how much we demand and receive from students was brought home to me at the Returned Volunteers' Conference in Washington when some former Ethiopia I Volunteers were lamenting the state of their present teaching in the United States. What shocked them most was the apathy of American high school students. In Ethiopia where the secondary school students might suffer from a range of vices, there is little apathy in the room.

Coming back to Ethiopia has also pointed out that they do listen, sometimes to the most irrelevant of comments. My former students now remind me of things I once did. A favorite recollection was my "dedication speech," a talk I gave every four months to all my classes. It was a passionate plea for them to work harder for Ethiopia and themselves.

It was an eloquent address and by the third or fourth time I gave it, my timing was perfect. So perfect that toward the end of two years when I popped into class early one day I found a boy mimicking me and the talk. This they remembered. They remembered also the clothes I wore, the ties, as all students do, and my most common phrases. Even now, more than a year later, they know my tritest lines.

This only points out the lack of variety in my classroom routine and knowing how difficult it is, especially when teaching something as deadly as grammar, I'm always watching for fresh approaches. Claudette Renner in Dilla closes out her English class with a song. She has taught the students a dozen or so pieces and singing comes as sort of a reward for making it through another class. It doesn't have anything to do with English, yet it does, for the rhythm she's teaching goes a long way towards developing cadence in sentence structure.

All of this and more I have viewed from the rear of the room. Ben McCune in Goba has taught me a few things about teaching spelling to seventh graders and Dempster Boyd of Bekogi explained artesian wells to me and his eighth grade one morning last November.

There is yet another view from one in the rear which explains in part why most Volunteers in Ethiopia never gave up, and why current Volunteers continue teaching in schools we never heard of in 1962. This is because we sense amidst all the bitchin' and unhappiness over our work, some small signs of progress. However difficult it is—and I'm aware of that degree of difficulty—Volunteers are helping develop a school system which might not continue without each effort. In the middle of correcting disappointing test papers, I know these words shed little comfort. But from back where I now view Peace Corps work, next to the kid who is cheating each time the teacher turns away, there is always another student listening to everything the Volunteers have to say.

Peace Corps film library grows

Roger Landrum and David Schickele taught as Volunteers at the University of Nigeria for two years. Landrum returned to the Nsukka area for a visit this year—with a movie camera operated by Schickele tracing his every step. The result is an hour-long documentary film that will be used in Peace Corps recruiting this fall.

There were no actors and no prepared script for the Landrum-Schickele homecoming. Schickele recorded Landrum's visit with four of his former students, and in the process he shot more than 24 hours of film.

Schickele, who became a professional film-maker after completing service with the Peace Corps, directed, filmed and edited the Nigeria production under a Peace Corps contract. He worked in a style known as *cinema verité* or actuality filming.

Though the Schickele film is the first professional effort to be performed by former Volunteers, it is only the latest movie in the Peace Corps film library, and will be only one of a series of documentary films about the Peace Corps that will be shown around the country this year.

In the same cinematic style is "A Choice I Made," a 50-minute film produced by David Gelman, former director of the Peace Corps Division of Special Projects, and consultants Paul Freundlich and Pare Lorentz Jr. Volunteers in India candidly discuss their reasons for joining the Peace Corps and their work overseas. A Harvard *Crimson* review called the film "a social document of first magnitude."

A 12-minute version of the same film has been released under the title, "And What Did You See."

Three television documentary films have been obtained for Peace Corps use. "Assignment: Langkawi," originally an hour-long American Broadcasting Company film called "Mission to Malaya," depicts two Peace Corps nurses on assignment. It has been adapted for a 24-minute showing.

"Our Man in Borneo," a one-hour color documentary film about four Philadelphia residents working in Malaysia, was produced by WCAU-TV of Philadelphia. Among the three Volunteers and Medico nurse featured is John Facenda Jr., son of the station newscaster who narrated the film. The Peace Corps will present a 24-minute version in its recruiting effort.

Pittsburgh's WIIC-TV produced a 30-minute color film showing three Volunteers discussing community development in Guayaquil, Ecuador. Entitled "The Not So Ugly American," the film is currently used in training other Volunteers.

Two documentaries are in production. Peace Corps consultant Paul Freundlich is preparing a film on land settlement in Kenya. Freundlich is also editing sequences of color film from among such Peace Corps countries as Peru, Liberia, Brazil, Morocco, Ethiopia, Kenya, India, Ecuador and Malaysia. The fast-moving scenes will be joined in a 15-minute film without a story line or narration. An original musical score will accompany the footage.

From Judgment Ridge to India

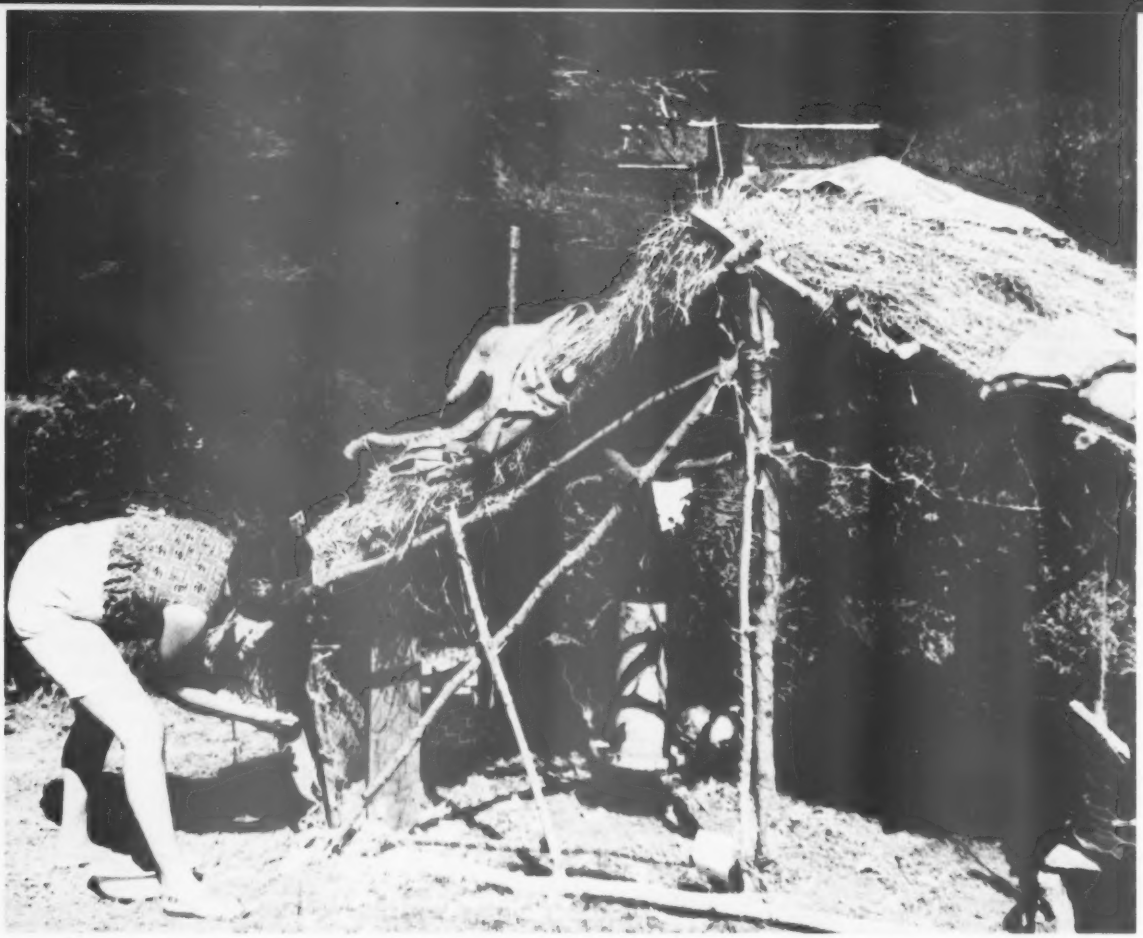
Judgment Ridge, Vermont

Vermont State Highway 113 winds through a remote section of New England. It leads to a dozen summer camps: Camp Beaver Dam, Camp Beenadeewin, Camp Passumpsic. In Vershire, population 200, a small, wooden arrow points the way to another camp. The sign says "Peace Corps" and it's aimed at a slice of the Adirondacks called "Judgment Ridge."

The 66 Peace Corps trainees who are the summer residents of Judgment Ridge are headed for India. The group is one of ten which will train for India this year, and among the seven new India groups that will work with food production, distribution or consumption.

The job makeup of the Vershire group is complex. In the south Indian state of Andhra Pradesh, where the group will be assigned, Volunteers will work in five-member teams, consisting of a male and a female food productionist, a nursery school supervisor, a health inspector, and a nurse-nutritionist.

In a program called Applied Nutrition, Volunteers will attempt to change Indian food habits on the village level.



A trainee feeds her chickens during a class break. The hens require constant care, feeding, egg-collecting and chasing. Most coops are fairly sturdy now, but the first week's rain wrought havoc with many of the constructions.

The jobs require a knowledge of nursery school supervising, nutrition, health, sanitation, livestock, gardening, agricultural extension, poultry, mechanics and fish culture. The trainees are getting these technical studies at Vershire, along with a good dose of integrated studies (area studies, American studies, world affairs, etc.), a working knowledge of Telugu (the language of Andhra Pradesh), and a lot of "ridge running" on the side. But the way in which they're getting it is what makes the staff think the program is "a great experiment in stress" and "the best program to train for India yet."

The trainees live in crude wooden huts with tarpaper roofs and sand "floors." Each hut shares walls with the neighboring huts, rowhouse style, which limits privacy. "You can hear a whisper from one end of the line to the other," says one staff member. The trainees sleep on bunk beds constructed, by them, of tree limbs and two layers of wooden planks. The eight married couples in the group live in singular A-frame shacks perched on the side of the ridge.

Outdoor latrines are an uphill walk away, a pace especially difficult to negotiate by flashlight. Cold showers are located half way down the mountainside.

Each trainee is the temporary owner of seven laying hens whose thatched-roof houses, constructed by the trainees, are spotted steps away from the trainees' quarters. Originally, the trainees had eight hens apiece, but a recent assignment called for each trainee to dissect one hen. "You get fond of those chickens, and then we had to break their necks with our own hands—it was so personal," says trainee Judy Smith.

Egg production is a daily concern. Says one trainee: "I thought my worst days were when my chickens all had diarrhea; now they have perfect droppings and don't produce any eggs." The trainees clean the eggs and "sell" them to the camp kitchen. Later they will market them in Vershire.

Chickens compose only one element of the animal life on Judgment Ridge. Livestock roam the village, the classrooms—both outdoor and indoor, and the trainees' homes themselves. All are cared for by the trainees. Some trainees spent their weekly allowances to buy their own animals at auctions in Vershire. "If the trainees are constructive, we'll let them do anything," says program director Richard Wright, of the trainees' purchases.

In addition to stock and poultry, each trainee works a plot in the camp's vegetable garden.

Cultural aspects of Indian village life are included in the program. Indian popular music is amplified over a loudspeaker in the heart of the trainees' village. Indian language instructors use Telugu classes to demonstrate the operation of model Indian stores and post offices. Indian food, often prepared under the supervision of nutritionists and the Indian staff, is served in the dining hall. One meal was eaten completely with the fingers, Indian style. But the timing was bad,

says one trainee: "That dinner came right after we had dissected chickens."

The academic element comprises another aspect of the training. Daily sessions in language, integrated studies, technical studies, physical education, and field work are regularly scheduled. But overall, the staff has fashioned the program away from academia. Their aim was to place the trainees in a radically different environment—one in which the trainees would experience a definite reaction to change in habits—where they would be able to assess their reactions before going to India.

Besides a "radically different environment," other aspects of the Vershire program coincide with training innovations sought by the Peace Corps Education Task Force.

A resident faculty includes six returned Volunteers, five of whom served in India, and seven Indian language instructors. An attempt has been made to unite subject areas: the language teachers will coordinate their lessons with concepts of poultry, for example. Lecture methods have yielded to independent study and seminars. The selection process has been outlined as one based on the confidence of the trainee. The trainees, through an organized *Panchayat* (village council), have the opportunity to participate in some of the decision-making and evaluation of the program.

Dick Wright feels that the rapport which has been built up between the staff and the trainees is one of the most valuable aspects of the training program. The rapport is due partly, says Wright, to the "high motivation" of the staff and to the fact that the staff resides at the camp. "The staff lives with chickens under their noses," he says.

All trainees are working with poultry even though the overseas jobs of some will not directly involve poultry. All are cultivating gardens. All work with community action in Vershire, presently in the "entry into the community" stage. They are attending local fairs, auctions, club meetings and square dances, assisting farmers in activities such as haying.

Specialization comes later. "Our object is to teach every trainee to be a jack-of-all-trades and a master of one," says former Volunteer John Snyder.

On the other hand, the initial emphasis on poultry caused one trainee to remark: "I've gotten so lost in poultry that I've forgotten what nutrition is. And that's our ultimate goal."

"There has to be a coming around," says Ray Smith, a staff member. "The trainees have to be able to make a connection between what they're doing now and what they'll be doing in India."

The first week was rough. The trainees thought they would be training at Dartmouth, but spent only one day there before they were whisked off to the "Vershire branch." Judy Smith's first impression of the huts was that they were "very nice chicken coops." Late snows had prohibited completion of all the huts; the trainees had to pitch in and finish them. Then they started on the real coops.

In lodge, trainees discuss a recent weekend venture in community action in Vershire. They attended fairs, auctions, club meetings.

One of the seven Indian language instructors conducts a Telugu class outdoors. Teachers try to coordinate language with technical and integrated studies.

Rain wrought havoc with the constructions. Water ran through the roofs; trainees poured on more tar to cover the holes. New rain washed the tar through the roofs, blackening the contents.

"The trainees have to accept a lot of indignities," says integrated studies coordinator Howard Erdman. "Often they have to wait in line an hour to use the latrines or the showers."

Will they live so primitively in India?

Indian language instructor Mrs. P. Jyotsna Rao says no. "They should have confrontations here that are more typical of the culture," she says. "They should eat more Indian food that is really spicy. They can't dress this way in India." (Most wear blue jeans, slacks or bermuda shorts and tennis shoes).

But all the Indians, including two language instructors who live in huts with the trainees, agree that having to make "some kind of personal adjustment is good because as Volunteers, they will have to make adjustments in India—even if they aren't the same adjustments."

The five Volunteers back from India are convinced that the activity on Judgment Ridge is the best way to train Volunteers for India.

"I was put in a site 12 miles from any town with no transportation, no furniture, no nothing," says Richard Brown, who assists Dick Wright in the direction of the Vershire program. "These trainees will be better prepared to adjust to the situation than I was."

"One thing the Volunteer in India does not have is privacy," says John Snyder. "Our village here is designed to prepare the trainees for that."

Maybe the "summer-camp fun" persists. But so far, most of the trainees are content in the knowledge of their daily stress and have organized themselves to live with it and laugh at it.

Although some trainees were disappointed in the organization of the *Panchayat* ("the very conventional people came forward and commenced to do the same things they did in college," says one trainee), the village council has managed to organize garbage disposal teams, coordinate a shower schedule, and set up a store where trainees could buy candy, soft drinks, and beer.

Trainees painted a huge likeness of their anti-mascot on the side of the staff house. With a hungry look in his eye and blood dripping from his beak,

the "Killer Chicken," say the trainees, is ready to pounce upon anyone who dares leave his hut after nightfall.

And the trainees claim to be experienced in culture shock. When the first heavy rain demolished her chicken coop, one trainee sat down on the ground and cried. The other trainees rushed out with their cameras to take pictures of this psychological phenomenon.

The trainees are, in fact, almost defensive about their rural life.

At the end of the program, the Vershire group will play host to another India-bound Applied Nutrition group presently training at Williams College in Massachusetts. The groups will compare notes on training and on their future jobs in Andhra Pradesh. Already, they have exchanged quips about sanitary facilities —the Williams group lives in the newest dormitories on the campus. Of the two training programs, Patrick Cantlon, a returned Volunteer from India who coordinates technical studies at Williams, says: "We probably lack the 'closeness' that Vershire has, but we have a reflective spirit—a contemplative look—that the trainees here might benefit from."

Whatever the outcome of the groups' discussion, Vershire trainee Ray Bogush probably speaks for his entire group when he smugly remarks: "At Williams they have to take a bus to their chicken coops."

A typical trainee rowhouse: tarpaper roofs, sand "floors," shared walls. "When I want to be alone," says a trainee, "I walk into the woods. It's the only private place."

Trainee takes a study break. The goat, Louise, was named for trainee Lewis Love, who stayed up three nights with Louise's mother when Mama was ill recently. Livestock have an open range on Judgment Ridge. Mama and Louise attend classes regularly.

A cliff-hanging tale of a Sund[illegible]

By KEVIN HAVERTY

La Paz, Bolivia

The other Volunteer and myself made triple certain that everyone in the hotel from the manager to the boy who worked in the kitchen were aware that we wanted to be awakened that morning at 6:30. We had explained in great detail how important it was that we were on the truck going to La Paz. At 6:30 everyone in the hotel was up, including the guests who had come to Coroico for a weekend's rest. Our departure was not viewed as an altogether sad event, as the grumbling guests returned to their beds.

Coroico is only 62 miles from La Paz, but it is at least 6,000 feet lower and a number of degrees warmer. The early summer sun was already over the near rolling foothills of the Andes as we hurried up the steep, broken-stone streets to the place where Don assured me a La Paz-bound truck would be waiting to leave. Having been in Bolivia for only a few months, yet being already fully aware of the discomfort of truck riding, I was relieved when, upon finding the truck, I saw only a handful of people waiting near it. The driver was directing the loading of several heavy bales of coca, a leaf (often chewed with alkali) of the Yungas area, and he smiled as he told us of the truck's readiness to depart. Not wanting to be the first ones on the truck bed, we dropped our bags against a near wall and waited for the other travelers to make a move. We waited three hours.

By 9, one who hadn't the good fortune to have been present since 6:30 might have thought that a market had just opened, or that a carnival was about to begin. People with bags, boxes, crates and packages of all descriptions and containing God knows what were milling about like survivors of a blitz. Dogs were barking and running through the crowd looking for food or a pat on the head. Children, from babies on up, were crying, whining, screaming, yelling, laughing, or asking for everything with the exception of the truck to load up and move out. The day was growing hotter by the moment, and perspiration was rolling off my face in great drops. Yet, the men and, especially, the women around me were bundled up in heavy coats, shawls and blankets. Once out of the Yungas, the trip to La Paz was a cold one, and these people were prepared for it. I lit my tenth cigarette of the day and tried to ignore all of that wool.

Unfortunately, I had my eyes closed and my head leaning against the building, concentrating on pleasant past experiences, when some kind of signal was given and the truck was attacked like a scene from a Civil War movie. I opened my eyes to see a horde of people jostling and pushing onto the back of the truck. Luckily, Don was already on and wildly gesturing for me to join him. If he hadn't "saved" a place for me I would have had to be strapped to the back with the crates of pigs and chickens. Later I was to learn that that wouldn't have been a bad deal.

As it turned out, I was sitting on my duffel bag near one of the rear corners against the straining, slatted-side. Not too bad when you consider my tardiness in getting aboard. Many of the women plopped themselves down dead in the center and immediately set up housekeeping: they opened their little bundles to feed themselves, and their blouses to feed their infants. As the truck pulled away, I was holding a small child on one knee and a large bundle on the other. I had a feeling that I was not going to make it alive, but was reassured by the thought that even though I died of suffocation, asphyxiation, or alienation, my body would get to La Paz. I couldn't have moved then if I had been on fire.

About one hour out of Coroico, I found myself standing. I was wedged, you might say, against the side, and thankful to be. Within the space of that one hour we had stopped three times and picked up three passengers. We also took on pounds and pounds of cargo, which was just dumped over the sides onto the riders. The cries of "no more room" fell on deaf ears, and we moved about, jockeying as best we could in the bouncing, jerking truck. I made it to my feet after being almost buried, crushed, and nearly suffering a leg amputation. And I accomplished this incredible feat while making enemies of only a third of the passengers. Don sat in a small corner, deftly lighting his pipe. I marveled at his calmness and wondered what he was smoking.

The road to La Paz is an engineering masterwork. How it was done, or how long it took, I can't say. Yet, when one thinks that it was cut out of, and conforms to uninhabited mountainsides, and that at different points it rises several thousand feet above the valleys, one can't help but be somewhat awed. Also, one can't help but be frightened. I am a child of the age of mechanization. I have ridden and driven many types of vehicles. I have always had complete trust in the man at the controls, myself included. But going to La Paz I was scared. A long series of curves formed the road at many points. Being only one lane, the road, one would imagine, would be traveled with much trepidation for fear of meeting an on-coming vehicle. Our driver was roaring as if it were the Illinois tollroad. As we rounded one curve, the horn sounding loudly, the truck bed lurched sharply toward the cliff. The breakfasts of a few passengers lurched

...ent to La Paz

with it, as evidenced by my stained field-jacket. Whenever the gastric situation of a co-traveler reached the point of no return, my permission was requested and I politely stepped aside for them. Some of these unhappy individuals were children and, consequently were not quite tall enough to make it over the top slat of the sideboards. After two upheavals of this sort, there was one more person not feeling in the best of shape.

One interesting aspect of this trip was the water incidents. There are, at various locations over the road, ledges and outcroppings. When it rains in this part of the country, the water invariably seeks its way into the valley, even as I may say, to the distress of people riding in the backs of open trucks. These ledges often form one path for the water to leave the high country via what we call waterfalls, an innocently enough sounding term. Experienced travelers know when these are being approached, and calmly unfold their plastic coverings and nestle themselves under them. When those having the misfortune not to be carrying a plastic sheet see this ritual, they commence to raise all types of commotion, including the entreating of their Maker. As I've mentioned, it is coolish in the hills, but the water is coolerish. The women hid their derbies under their shawls, the men their hats under their coats, and I withdrew into my jacket. If one happens to be in a certain location on the truck, he is all but drowned when passing under the falls. This is always accomplished much to the amusement of his companions. Rest assured, this *gringo* drew the lucky spot and also more laughs than a top banana. Being of an even nature, but never a very good drownproofer, I managed to grin through it all, noting, however, that the water on the back of my neck dried a good deal more quickly than anywhere else on my person.

I feel safe in saying that the powers are always just, and as far as the occurence after the waterfalls is concerned, I can vouch for this justice. For, not a half hour after my near demise by water, we ran full ahead into a rainstorm. The cries went up more loudly than previously. We were all getting soaked and "told" the driver as much. Happenings of this nature demand immediate and direct action.

The truck ground to a halt, the driver leaped out, every able-bodied man was secured, people and baggage were moved, a tarpaulin produced and unrolled, and in the short period of a half hour all hands were comfortably sloshing about under the tarp's protection. One would think that in a situation wherein 70 people simultaneously suffered the disagreeable combination of wet clothes, lack of air, and mixed odors under a dirty tarpaulin in a bumping, slow-moving truck would produce at the very minimum a lynching or two.

One thinking in this manner would be entirely taken aback to discover that every soul, to the last baby had quickly returned to whatever he or she had been doing prior to the advent of the rain and tarp. It appeared that, again, I was the only uncomfortable one in the whole bunch. At this point, I was bemused into almost total ignorance of this realization by by concentration on the extremely successful lighting of Don's wet pipe with the use of even wetter matches.

Eventually, as happens in all happy-ending stories, the sun reappeared and we were uncovered. The fresh air and the warmth of the sunshine improved my disposition as well as the condition of my clothes. The rain had all but completely cleaned off the remnants of travel sickness from the side on which I was leaning, and I was fairly content.

The remainder of the trip was relatively uneventful, excepting a small landslide, a flat tire, close calls with on-coming trucks and one isolated case of altitude sickness. This last was more than a little disturbing in that everyone was certain that the poor woman had suffered a stroke of some kind, and were generally quite upset. She came around, however, and the people who had planned to bury her somewhere on the great mountainside stoically returned to the truck.

And so, six hours after we left Coroico we arrived in La Paz, happy in the knowledge that any Sunday one felt so inclined he might take a pleasant ride through the countryside.

Kevin Haverty, a VOLUNTEER *correspondent in Bolivia, is now a veteran of the highway to La Paz. He has been a Volunteer since last fall.*

Dancing came first: Peace Corps bride Sylva Telford, above, joins village girls in the "hora." They accused her of smiling too much. Below, Volunteers Sheldon Starman, third from left, and Gary Stebbins (to his left) at the wedding. Starman was "bride's father."

Photos by Hollis Burke

Festive Turks aid Volunteer wedding rites

By HOLLIS BURKE

Sögütlüdere (Willow-by-the-River)

In Turkish village life there's nothing quite like a wedding to cause a dither. And a wedding between two *yabanci* (foreign) Peace Corps Volunteers is an event to be retold and marked in the myth and folklore of times to come.

Blond, blue-eyed Sylva Telford of Lubbock, Tex., and Bob Staab, a lean six-footer from San Gabriel, Calif., met in training in Portland, Ore. They later were stationed in villages some six miles apart in the hills of Thrace.

Their romance and marriage became, according to Turkish custom, the personal property of the villagers whose lives and homes they had entered. Their village "families" regarded themselves as full participants in the wedding.

For several days the life of both Sazlidere, where the bride lived, and Sögütlüwere, where the groom lived, were caught up in preparations for the two-day wedding.

The groom was "coached" by the *Muhtar* (headman) of his village who also provided his home as the setting for the wedding and feast. The bride was coached by her village "sisters and cousins."

The evening before the wedding, there was much dancing and singing in both towns. Although a wedding is a happy, festive affair, Sylva was told by one of her "sisters" that she was "smiling too much" while dancing.

The shrill voice of the *zurna*, a wooden flute played by the gypsies, and the boom of the gypsy drums split the quiet early morning air of Sögütlüdere the day of the wedding.

The gypsy band led the groom to the coffee house for a final beer with his single friends. Then he was led back to the *Muhtar's* house for the traditional shaving ritual. After the right side of his face was shaved, and with the left side covered with shaving cream, he was accompanied in a dance by the remaining eligible men of the village, as well as the last man to have been married in the village, who served as "best man." After the left side of his face was shaved, the groom was dressed in a wedding suit provided by his friend, Peace Corps Volunteer Sheldon Starman, and danced again as the villagers watched.

Some 300 villagers from Sögütlüdere then piled into tractor-drawn wagons to escort the bride from her village of Sazlidere. The groom and his best man retired to the coffee house to await her arrival.

The bride, accompanied by her mother (who flew in from Texas), Volunteer Bonnie Landes, the *Muhtar's* wife and other village women, arrived in a minibus. She wore a Western-style wedding gown with the added Turkish touch of silver spangled strings which hung from her head to her waist.

The groom greeted the crowd's arrival by tossing out candy. He escorted his bride to the *Muhtar's* house for the conclusion of the ceremony, and then threw the bride's handkerchief to the crowd, in a ritual somewhat like the throwing of the bridal bouquet.

A demonstration of the twist, shake, and frug was provided by the groom and by Volunteers Starman, Andy Gould and Gary Stebbins. Acting in the role of the bride's "father," Stebbins was required to collect a land tax of 100 Turkish *lira* which aided in paying for the festivities.

Following the ceremony, Sylva was introduced to the married women of Sögütlüdere, and received gifts.

The day concluded with a large feast for the married men. The village women performed a short blessing ceremony and the couple was installed in a new home—the "town hall" or the *Muhtar's* office—a two-room affair with porch. It was their first time alone in two days.

Villagers give groom Bob Staab the traditional half-face shave.

Hollis Burke, a former newspaperman from New Jersey, is a Volunteer teacher based near Edirne, Turkey.

Five Volunteers speak out

What's wrong with the Peace Corps? After nearly two years in the field, five Volunteers in Venezuela concluded that there are three areas where the agency can stand some large improvements: staffing, training and communication. The following article is a condensation of the commentary they sent to certain Peace Corps staff members in Washington and overseas. The authors are David Getter, William Peterson, Anthony Marino, Penny Sebring and Robert Sebring. They called it "The View from Maturín."

We are five Volunteers working in an eastern Venezuelan city who, after considerable individual reflection and much mutual discussion, have decided to issue the following outline of our feelings concerning certain aspects of the Peace Corps. We realize that which is expressed below are singular reflections greatly influenced by our own Peace Corps experience. However, we are convinced of the need of communication between the individual Volunteer and staff (both in-country and Washington staff) and believe that a quantity of "subjective" experiences would greatly aid the formulation of an "objective" opinion. Hence, we hope that one result of this letter could be to open a dialogue or new channel of information between the field and the "home office."

Staff

On June 2, 1965, Sargent Shriver told the House Committee on Foreign Affairs that ". . . the cost of the Volunteer continues to go down. We estimated . . . that it would cost $9,000 per annum per Volunteer, all costs included, administrative costs, and everything. We hope to have that figure down to $7,927 by this time next year."

Mr. Shriver indicated one reason why the cost per Volunteer had been reduced by pointing out: ". . . the ratio of staff to Volunteer continues to decline . . . we had about one staff person for every three or four Volunteers. It is now up to the point where it is one staff person for every 12 Volunteers. Next year it will be one staff person for every 13 Volunteers." He further stated that one part of this reduction was due to the "savings in administrative expenses and the *improvement* (italics ours) in the ratio of staff to Volunteers is due to streamlining of methods, consolidation of responsibilities, and a continuing effort to resist increase in staff."

We cannot agree with this resistance to staff increases. On the contrary, we feel that to increase effectiveness in job assignments and supervision more field staff should be added. Reduction in the cost of a product is justifiable only if the quality of that product is maintained. In reducing the cost of supporting the Volunteer in the field the Peace Corps is correspondingly reducing the potential quality of the Volunteer. In short the reduction or cut in "cost per Volunteer" has been accompanied by a reduction or cut in "performance per Volunteer."

"Frustration stemming from a nebulous job, insufficient support and poor communications is a variable which the Peace Corps could control."

More specifically, we feel that the proportional reduction of staff to Volunteer has seriously jeopardized the success of many programs at the outset. Because the staff of an individual country is short-handed, it is unlikely that adequate groundwork will be laid before the arrival of a group of Volunteers.

Referring to the Cornell Peru Report we find that, "A job assignment can mean the difference between success and failure as a Peace Corps Volunteer." This fact has long been known to the unfortunate Peace Corps Volunteer who spends two years in a poorly selected job assignment and not unknown to the Peace Corps country staff; however, they are so overburdened by the Peace Corps' economical operation, that they can do little to remedy the problem.

To complicate matters further, the Volunteer is not only often badly placed, but there exists a certain resistance on the part of the Peace Corps country staff to change his site. We as Volunteers have witnessed this,

and the Cornell Peru Report documents it.

The Volunteer, once he is in the country, resembles the soldier behind enemy lines. In other words, the Peace Corps staff can afford to make few effective attempts to supervise and support him. It seems that as long as the individual Volunteer causes no political disruption or moral scandal, he can live out the duration of his service with only minimal "interference" by staff.

Even if his performance is low, chances are that his associate director has not had the opportunity to recognize or remedy the situation. We contend that this is one of the most damaging failures of the Peace Corps. When the conscientious Volunteer realizes that his less than conscientious cohort continues unmolested in his idleness, his morale is dealt quite a blow, and his own motivation is anything but elevated.

We hope that we have shown in our remarks that the current resistance to staff increases has severely limited the performance of the Volunteer and has unfortunately resulted in a vast waste of potentially useful people. Mr. Shriver, after quoting his statistics, stated, "I think that (i.e. reduction of staff to Volunteer) is an extremely important aspect of our work because to me at any rate it shows we are watching the costs of this operation very carefully." We believe that Peace Corps Washington should begin to devote the same care in watching the *results* of that operation.

Professionalism

It seems to us that Peace Corps work, whether it be secondary teaching, community development, or YMCA work, is analogous to what we know in the States as the professional fields of education, social work, and recreation. It therefore seems sensible to view Peace Corps work as *professional*. With this consideration in mind, the Volunteer should be more the "professional" than the perhaps uncertain, wide-eyed, young do-gooder. Simply because the Peace Corps Volunteer earns what in the States would be called a substandard salary and because he is in fact a "Volunteer," this is not to say that he is "substandard" or "non-professional." We say professionalize the Volunteer; give him concrete guidance on new techniques, and teach him the philosophy of the position he will enter. While overseas, maintain him with new information, ideas, and stimulation. In short allow him to perform professional work!

The first stage of this professionalization begins with training. We approve of the efforts in Puerto Rico and lament only that there are not enough facilities there for every Volunteer. The more practical training the better. Coordination between the training program and the host country cannot be emphasized enough. In addition, recognizing that almost every Volunteer must work through groups —classes, *juntas*, sports clubs, cooperatives—training in group work is essential. What is important is that the training be administered as a professional training.

> *"Professionalize the Volunteer; give him concrete guidance on new techniques, and teach him the philosophy of the position he will enter."*

To succeed, this professionalization must involve personal contact and reinforcement; this brings up the in-service conference. Conferences, of course, serve at least two purposes: they provide psychological support for the Volunteer as well as aids for his work. It is this latter point that must be strengthened. Conferences should involve concrete work and results in the form of writing new manuals, revisions of old ones, recording new resources, new approaches, new research, and so forth.

Communications

We realize that in an organization as complex and diverse as the Peace Corps, effective communications from top to bottom, and vice-versa, are of utmost importance. We are involved in work that constantly enters newer and more diverse areas, and the challenges presented are usually unique and sometimes problematic. At any rate they cannot be counter-challenged effectively unless there is an intelligent way in which the Peace Corps Volunteer can relate his ideas and experiences to his host country staff and Peace Corps Washington (and vice-versa).

At the present time there are few meaningful attempts being made to satisfy this need. In-country communications are poor, and those between the host country and Washington are worse. Peace Corps decisions concerning programming and training are often viewed by the Volunteer as acts by those elevated few who descend to the field like comets to the earth—occasionally at best!

The Peace Corps today is over five years old and over 10,000 strong. In most of the countries where it works, it has been working a few years. For these reasons we feel that the Volunteer has a great deal of information that can be and should be used in the planning of new Peace Corps projects, training programs, and work sites.

Further, the D-grouping type techniques that are often used in Peace Corps training projects are never used while the Volunteer serves in his host country. Besides his project conferences and the lightning visits by his country (and occasional Washington) staff members he never gets a chance to either tell, or hear, straightforward remarks about new plans or decisions. The new area director situation does little to foster good communications, because the essential worker-boss relationship has still to be cracked. D-grouping techniques seem a must. Every month or so groups of randomly selected Volunteers, with similarly selected staff members (from the host country, Washington, and perhaps nearby host countries) could participate in informal D-groups. This would foster good communications and would help eliminate the work-boss situation which persists in the natural setting.

Along similar lines, Peace Corps printed magazines must be bettered. In-country publications are too often stocked with trivia and are poorly edited. Perhaps staff members should edit the magazine. We believe they should develop into more professional and therefore more relevant magazines. THE VOLUNTEER is a general bit of graphically attractive superman news that has only recently made moves in other directions. Although it does serve as a good public relations medium, THE VOLUNTEER does not offer much aid to the Volunteer. We propose, therefore, that professional journals be established for Latin America, Africa, and Asia and that these be devoted to real problems, mistakes, and suggestions for and from Volunteers.

With the tons of information, ideas, and sentiments that flow out with the returning Volunteer the staff usually collects little and uses less. The termination conference still does not do what the D-grouping could do; it is too often a belated venting and frothing session.

Frustration-variable

As we near the completion of our two-year service, we have grown to view frustration as portrayed by the Peace Corps with a skeptical eye. We feel that "frustration" is better seen as a two-sided barrier blocking the road to effective work. One side, the difficulties and frustrations confronted while working in an unfamiliar culture, using a new language, complying with different customs, etc., would be pretty much the same for a Volunteer working in 1966 as for one working in 1976. This type of frustration may be viewed as a constant. But the frustration outlined above stemming from a nebulous job, insufficient support, poor communications, etc., is a variable which the Peace Corps could control—providing that it would make a serious attempt to do so. As the Peace Corps builds upon its fund of experience, the means to reduce this "frustration-variable" ought to be taken. By doing so, we are sure that the tensile strength of its Volunteers would be greatly expanded, with a higher degree of productivity resulting.

Our hope is that any resulting discussion of our observations would help the Peace Corps along a path strengthening and extending its influence throughout the world.

Editor's note: Several points of clarification. First, Mr. Shriver's discussion of the ratio of staff to Volunteers dealt only with the total staff. This year the ratio of overseas staff to Volunteers is 1:22. The anticipated ratio for next year is 1:21.

Second, a brief explanation of "D-groups" is in order. A D-group is a discussion group that is generally understood to be a form of sensitivity training. The D-group technique has been utilized in some training projects to provide a focus on issues that relate to skills and performance. In this it differs from another type of sensitivity training, the T-group, in which the focus is on the immediate emotional response of individuals in the group.

Bridge building in New Mexico: youth leaders from three continents are advised by former Volunteers Jackie Theriot, in the boat, and Wayne Denzler, top right.

Leadership course grows

A handful of former Peace Corps Volunteers have played a key role in a series of leadership courses in New Mexico and Puerto Rico for young men from developing nations.

They have been staff members for the International Youth Leadership Training Course (IYLTC) contracted by AID and sponsored by Sports International and Youth for Development, which is headed by David Dichter, a former Pakistan desk officer for the Peace Corps.

Eight former Volunteers spent the past spring as staff members for a course in Puerto Rico, and others are staffing a summer course for 50 youths from 24 nations in New Mexico.

Sports International will also train the first group of Peace Corps Volunteers headed for Mauritania.

In the spring course, 69 youth leaders from 28 nations received instruction in youth corps organization and administration, and training in basic construction skills and physical fitness instruction.

Wayne Denzler, a staff member who was a Volunteer in Peru from 1962 to 1964, says that "the problems of unskilled labor in underdeveloped nations can be solved by putting the vast reserves of youth to work in developing projects, giving them new and useful skills in leadership and management, as well as in practical work projects."

Dichter says that reports from the first graduates have been encouraging. One graduate is working with the new service corps (established with Peace Corps assistance) in his native Panama, and a Jordanian graduate has initiated Jordan's first youth corps program.

New regional chiefs named

Two country directors, William Moffett in Chile and Robert Steiner in Afghanistan, have been appointed regional directors of the Peace Corps, succeeding Frank Mankiewicz and George Carter, respectively.

Mankiewicz has become press secretary to Senator Robert F. Kennedy (D-N.Y.). He was in charge of Peace Corps programs in 17 Latin American nations for more than two years. Prior to that he directed Peace Corps operations in Peru.

Carter, Regional Director for North Africa, Near East and South Asia, has accepted a senior executive position with International Business Machines in Armonk, N.Y. He has been responsible for Peace Corps programs in Morocco, Tunisia, Afghanistan, Ceylon, Cyprus, India, Nepal, Pakistan and Turkey. In 1961 he established in Ghana the first overseas Peace Corps program.

Steiner has been Peace Corps director in Afghanistan since 1962, and was until recently also the acting director in Iran. He was previously appointed Director of the Division of Volunteer Support but that designation was changed upon his return to Washington.

Unlike Steiner, whose entire Peace Corps experience was overseas, Moffett served in Washington before going to Chile as director two years ago. Moffett was previously a program officer in the Latin America region which he now directs.

In other changes, William Josephson, former Peace Corps General Counsel, has become counsel to the New York City Human Resource Development Project. Before his appointment as General Counsel in 1963, Josephson served as special assistant to former Director Sargent Shriver and as Deputy General Counsel. He drafted the Executive Order under which the Peace Corps was created in 1961.

His successor is Eric Stevenson, a Connecticut attorney who has been project director at George Washington University for a year-long study of U.S. exchange programs with foreign nations. He has also been a special assistant to Assistant Secretary of Labor James J. Reynolds, and a research associate of the Institute for Defense Analyses.

C. Payne Lucas, former director in Niger, has become Deputy Director of the Africa Region. Lucas served as both an associate and a deputy director in Togo before going to Niger.

Paul C. Bell Jr., Acting Chief of the West Coast operations and Chief of the Central America and Caribbean operations of the Latin America region, has been named Peace Corps director in Chile, succeeding Moffett.

David H. Elliott, Peace Corps director in Nigeria the past year, has been appointed director of the program in India. Thus he moves from the largest Peace Corps operation in Africa to head the agency's largest operation in the world.

His deputy is W. John Burns, former Chief of Special Services for the agency. Burns will negotiate programs, supervise staff and coordinate the five regional offices.

John Pincetich, former regional director in Northern Nigeria, will be director of the new Trust Territory program in the Western Pacific. His deputy in the Micronesia program will be Robert Burns, who has been a division chief in North Africa, Near East and South Asia region.

In Washington, Daniel Fulmer, former staff attorney to the House Committee on Government Operations, has been appointed Executive Secretary of the Peace Corps. Leon N. Satenstein, Deputy Director for Procurement Analysis and Planning in the Office of the Secretary of Defense, has joined the agency as Director of Contracts. He will supervise contract negotiations for training, overseas Volunteer support, research and services.

James E. Gibson, former Director of the Division of Public Affairs Support, is now special assistant to the Archivist of the United States.

'Back where nurses are nurses'

A poll of 46 Volunteer nurses in Brazil turned up the fact that nearly half of them had delivered babies.

Twenty two of the 46 registered nurses who responded to a questionnaire from the Peace Corps staff indicated that they had either delivered a baby or carried out procedures in suturing, or both. Twenty one of the nurses had "delivered at least one baby," mostly in hospitals.

Of the 22, twelve felt they were professionally competent to carry out these skills that in their own society are usually handled by doctors. Seven were doubtful that they were professionally competent, and three felt they were not professionally competent.

One nurse wrote about deliveries and suturing: "I can do them better than anyone here who would do them if I didn't."

Another nurse concluded: "Volunteer nurses should be able to give intravenous injections and should have very practical experiences in obstetrics, actually having delivered babies if at all possible. If Brazilian nurses notice that she is not able to do this, it is very hard for them to accept her as a regular professional nurse and have confidence in her."

Associate Peace Corps director Loretta Hanner conducted the questionnaire to collect information to help in planning present and future placement and functions of registered Peace Corps nurses in Brazil. She reports that one of the nurses concluded as follows:

"Some days I feel I have been of help to someone, but some days I wish I were back in the States where nurses are nurses."

New host country

The African nation of Mauritania will receive its first Peace Corps Volunteers in late November.

A group of 15 men is scheduled to enter training this month. The trainees will study French and Mauritanian Arabic as part of their preparation for rural community development work. As Volunteers, they will concentrate on public works aspects of community self-help projects.

Photo by Phil Barnow

Carl Awsumb looks over the design of a Cameroonian student who is drafting plans for a local clinic. Each of the ten students in the class approached the clinic with different ideas for floor plans, elevations and detail drawings. Awsumb hopes eventually to see buildings "that were missing when I made my first tour."

Volunteer shifts from T-square to teaching

By PHIL BARNOW

Victoria, Cameroon

Carl Awsumb's school for African architects will graduate its first class this summer.

The school is a second-year effort of Volunteer Awsumb and was a result of his concern with housing conditions in Cameroon. Local government councils have cooperated in the planning and operation of the school and in supporting the students.

Awsumb spent his first year as a draftsman on local government projects. But, he admits, "they failed to keep me as busy as I thought I could be."

"As I traveled around the country in my job," he says, "I couldn't help but become concerned with the many housing problems that I saw in the forest regions and in the grasslands. I made mental notes of the problems of housing facilities, and later inquired why there was such a conspicuous lack of adequate housing."

"One reason particularly stuck in my mind: there were just not enough qualified people around the country to design simple dwellings or to execute the construction once the plans were drawn up. That is when the idea for the school occurred to me."

Awsumb, a Tennesseean who joined the Peace Corps after obtaining a degree in architecture from Auburn University, gained approval of the Peace Corps for his project, and set about selling the idea to Cameroonian officials.

The Ministry of Local Government approved. "Then we had to find a building in which to hold classes," recalls Awsumb. "The ministry finally had to requisition a local bar for us."

Then came equipment. Awsumb designed desks and stools and had them built locally. He substituted chip boards for about one-fifth the price of ordinary drawing boards, and picked up T-squares, adjustable set squares, drawing sets and tracing paper in neighboring Nigeria.

Awsumb had to find his own students, too. He sought out local government councils to select students. The councils agreed to hire each student accepted as a draftsman and to pay him a full salary for the time he was studying.

Awsumb put his council visits to another use: a canvass of housing conditions in the areas visited. He took notes. "When we finally started classes," he says, "I was able to give each student particular instruction on the soil conditions, climate, sources of natural building materials and traditional architecture of his own region."

Ten students were selected and classes started a year ago.

The architect-turned-teacher began with basic drafting skills and simple mechanical drawings. When they moved on to drawing isometrics, they had no visual aids, so they improvised with soap carvings. After Christmas, the students progressed to architectural drafting of buildings.

A first project was to prepare floor plans, elevations and detailed drawings for a local clinic. The students visited the site, then the head nurse outlined the inefficiencies of the clinic's present structure. The students considered these problems and each then submitted three designs for a better facility. The results were criticized in the class.

Awsumb also took the class on periodic visits to a nearby botanical garden to do freehand sketching of landscapes.

The final curricular work will consist of mapping, site planning with respect to wind, light and local ordinances, and residence projects, plus market design, surveying and town planning.

Awsumb doesn't figure he is producing any Frank Lloyd Wrights, but he thinks his students will have the basic skills to encourage more and better structures in Cameroon. "By the time the students have completed the one-year course," he says, "they will be qualified to do design and draft complete drawings for almost any simple structure or one story dwelling."

Concludes Awsumb: "I'm looking forward to seeing those houses that were missing when I made my first tour of this country more than a year ago."

Phil Barnow is a VOLUNTEER *correspondent in Cameroon.*

A Volunteer view of India

By LARRY B. DENDY

Kovvur, India

If you stopped a man on the street in Chicago and asked him if he would eat rice cooked over cow manure, he probably would call you a nasty name and walk away.

If you could restrain the man long enough to question him as to whether he would eat that rice off a banana leaf with his fingers, he would be likely to substitute the name with his fist or to threaten you with the police.

If you told him that everyone in India eats rice cooked over cow dung and served on banana leaves, he probably wouldn't be impressed because, unfortunately, he doesn't realize that most Indians don't have stoves and plates and are lucky to even have rice.

It's a sad but true fact that until you've lived and worked in a country like India you don't really begin to understand and appreciate the word "underdeveloped." And until you understand that word, you can't really appreciate the resourcefulness of people like the Indians, who have compensated for what they don't have by an ingenious use of things they do have in abundance.

Take cow dung, for instance. Wood is precious in India—too valuable for burning. Coal is unavailable to the villager. But cow dung, dried and hardened, makes excellent fuel, is conveniently stored and won't damage food taste. Best of all, it's abundant, easy to get and free.

Dried dung also makes a good mortar for building and is useful as plaster for filling cracks and holes.

It's simply a matter of making do with what you've got. When you have to cook and build and your resources are limited, you use what's available, indelicacies disregarded.

In their long struggle against starvation and poverty, Indians have had to pit their wits against diminishing resources and declining wealth. They've had to adapt available means and materials to meet practical problems. They've had to make the little they have go a very long way.

Thus, banana leaves, which anyone can get in southern India, make serviceable plates for families who can barely afford an earthen pot and certainly couldn't buy plates and saucers. Fingers are superior to forks any day.

This knack for cleverness and adaptability is easily seen in the dirty rag most lower-class men wear round their heads. If you gave an American this old rag he would probably shine his car with it. But give it to an Indian and you've given him a hat, handkerchief, towel, money purse, carrying case, shawl, mattress, bedcover or pillow. How flexible can you be?

Like most developing nations, India thrives on its agriculture and depends on its land for food, shelter, clothing, furnishings and extra money. Barren of abundant natural resources and technically and industrially still far behind most other countries, India looks to its crops for its existence. In making the gifts of nature sustain him, the Indian is showing the resourcefulness that was so characteristic of America's pioneers.

Cane and bamboo, for instance, are extremely versatile in the inventive Indian's hands. Dried and cut, cane is fashioned into tables, chairs and stools. Bamboo poles become house frames and roof beams, parrot cages and ash trays and planters. From the straw and fiber come bamboo mats, wagon covers, shopping baskets and chair seats and backs.

A relative of bamboo—the broad-branched coconut palm—is abundant in south India and the flat, slender coconut leaves are used for weaving hats, baskets and knick-knacks. The leaves and branches of other palms provide the popular thatch that covers many mud huts.

The coconut itself is a veritable goldmine for enterprising India. Cut green, there's sweet refreshing water inside the hull and tender, tasty meat. If the meat is dried and processed, copra, the source of coconut oil and a product much in demand on the export market, is produced. Or the meat may be squeezed for coconut milk.

If the coconut is older, the hard shell—cleaned of meat—becomes, in an artisan's hands, a deftly-carved face or figure that some souvenir-hunter will snap up at considerable profit to the merchant.

And finally, it's said that if sugar and certain other ingredients are mixed with water inside the shell and if the nut is then buried for a certain length of time, the resulting drink—called "tuba"—makes an acceptable substitute for one of the Western pleasures most often missed in India.

The coconut isn't the only multi-purpose plant helping to make easier the poor Indian's life. The tall sugar cane is a profitable crop at the sugar factory. Squeezed and boiled, the juice hardens into jaggery—coarse, unrefined sugar, tasty for cooking or as candy. Treated in the boiling vat, the juice becomes syrup. Crushed cane pulp is good fuel and cattle will also eat it. Of course, for pure fun, nothing beats just chewing a sweet cane stalk straight from the field.

Whether it's a small boy using a stick and tin hoop for a toy, a woman using a river rock for a washboard, a farmer riding lashed-together tree branches to break the clods in his field or a stationmaster clanging two pieces of iron together to announce the arrival of a train, resourcefulness and adaptability are a way of life today in India.

Their wits, imagination and ingenuity are the only weapons most Indians have to fight the food and money shortage plaguing their nation. How much they can get out of the meager resources and materials they have will determine for most how long they can hold out in the fight.

Larry Dendy is a VOLUNTEER *correspondent based in Hyderabad. He is a former newspaperman.*

LETTERS TO THE VOLUNTEER

Protests closing

To THE VOLUNTEER:

Try as I might, I cannot discern the reason for closing the hostels. The inconvenience caused Volunteers who venture to the cities, for business or pleasure, is immeasurable. It is a harrowing experience indeed to travel in a foreign country, and it is made somewhat less so by the existence of the hostels. In addition, they act as meeting places for Volunteers, where comparisons of work accomplished and projects planned often last long into the night.

If we were after comfort, we would not have joined the Peace Corps. But it is a great disappointment when the administration seems to work against us with regard to what was clearly a manifestation of great common sense, the hostels. It certainly does little to encourage traveling to other sections of a country like India where different languages are spoken, when travel plans are necessarily tentative, and clean hotels that are cheap are a rarity.

HOWARD BERMAN

Bangalore District, India

Hostels misused

To THE VOLUNTEER:

I am not sure that the imminent closing of all hostels will solve the problems that this is intended to remedy, but I welcome this attempt to deal decisively with serious inconsistencies, for I think on the whole the hostels have not served well the Peace Corps purpose. I have been embarrassed on several occasions upon taking host country nationals into hostels where they were made unwelcome by Peace Corps employes, both native and American, though there was no question of interference with the Peace Corps' convenience.

The Volunteer has an absolute right of free association as long as this does not interfere with his being effective at his particular job, but this personal privilege does not mean that the hostels should be used as American retreats under Peace Corps sponsorship. It is reasonable and sometimes a matter of practical necessity that the hostels should have been primarily for the use of the Volunteers. It is also probably impractical for some Volunteers to travel with local acquaintances, but it is a regrettable misuse of potential that the hostels should take on an exclusivist or cliquish character.

CHARLES MAEDER

Okene, Nigeria

A lost opportunity

To THE VOLUNTEER:

By saying that "Peace Corps forbids babies," Susan Calhoun ("A Volunteer wife as a gelin," THE VOLUNTEER, June) has lost the tremendous opportunity to help the Turkish government spread the word about its birth control program. During our training together, Susan and I both heard of Turkey's population problem, and now when I think of my next door neighbor who just had her eleventh child which she did not want, certainly we should try to help when we can. You, Susan, can, because Turkish women ask you why you don't have a baby. They don't ask me because I'm not a *gelin* yet and am not supposed to know about such things.

JEAN CAROL STERN

Kayseri, Turkey

Vs. quantification

To THE VOLUNTEER:

The article titled "A Five Year Plan for the Peace Corps" (THE VOLUNTEER, June) is a very admirable achievement. The organization that claims not to be "one of those bureaucracies" will become just another digit on an IBM computer. The concept of flexibility, drummed into all trainees, will fall under the weight of The Five Year Plan. To attempt to evaluate subjective achievement on a computer card is sheer folly as any Volunteer in the field will tell you. I can forsee a time when instead of the pragmatic spontaneity that for me is the Peace Corps, the men in Washington will refer to the three or four-year-old plan for their answers. Please think twice before you embark on these "new" programs.

No. 136626

Somewhere in India

Making friends

To THE VOLUNTEER:

As the mother of a Peace Corps Volunteer I always read THE VOLUNTEER avidly. Most articles are intelligently written and well worth reading, whether critical, blasé or enthusiastic. However, Efrem Sigel's "Friends, Do Volunteers really have them?" (June issue) is so obviously from a malcontent trying to justify his inadequacy in the simple art of making friends, I wonder he escaped deselection before he left the U.S.A.

Did Mr. Sigel not know he would be living without air-conditioning or the use of a car? Was his training so inadequate? Why is he so concerned about the contrast between rich and poor? Do we not see this in America? Why should this disparity make "contact with his hosts" difficult? Does he evince an interest in *their* interests? Has he paid (out of his own earnings) tuition for a deserving native child so he can attend high school? Has he taught (on his own time) a native child to typewrite so as to be able some day to earn a higher education for himself? Has he initiated a pre-school class in English for incoming first-graders (during his summer vacation besides a regular full-time project)—or in any way shown these people he cared for them as individuals? If he cared enough, they would know!

Let's give hardworking, conscientious Volunteers the support they deserve—I'm sure they're in the majority; they simply haven't time to write letters to the editor!

MRS. C. W. STAMP

Sioux Falls, S.D.

One goal not enough

To THE VOLUNTEER:

The term "volunteer" has been used to cover a multitude of sins and to excuse a variety of what have to be considered mediocre performances. I understand that one psychologist on

a training staff suggested that brushing one's teeth in front of one's shack every morning for two years, in the hope that some of the nationals would pick up the habit, was a kind of model Peace Corps performance. Perhaps, but I find that hard to accept; I imagine others who want to treat their volunteer duty seriously find it hard also.

It is not enough that every Volunteer make the first point of the Peace Corps Act his own goal as suggested by Karen White in the May issue. To enable the Peace Corps "to contribute to the development of the country," this has to become the objective of the support staff also, including the psychologists.

Training ought to be the first place to reflect this emphasis. The community development section of the program needs particular attention, and any trends toward a new seriousness of curriculum in this area would be healthy signs.

ROBERT ALEXANDER
Cuyotenango, Guatemala

Remain independent

TO THE VOLUNTEER:

Commenting on Charles Griffin's idea of a combined Peace Corps-military service, it might be noted that even though this arrangement could possibly benefit Volunteers in some ways, it might more surely arouse serious doubt in the minds of those countries using or contemplating the use of Volunteers. In general, aren't most countries sensitive enough to U.S. military postures already in or near their boundaries? To them wouldn't this be a grand way to get U.S. soldiers invited to their country even without a revolution? It would certainly be a propaganda gold mine for those wishing to discredit U.S. peace efforts.

A large portion of the prestige the Peace Corps carries abroad is merited by way of the independence the Peace Corps holds from conventional aid missions, propaganda organs and other so-called political endeavors. Integrating the Peace Corps with any kind of military service could easily destroy that confidence and greatly diminish the usefulness of Volunteers. We know the Peace Corps is not political and most people believe it. It would be a serious mistake to endanger the unprecedented status of this peace force just for the sake of convenience.

KEN WYRICK
San José, Guatemala

Memorandum

TO : The field DATE: August, 1966
FROM : The editors
SUBJECT: Groups that stay together . . .

Rare is the group that loses not a single Volunteer. Somalia II almost made it this spring, until one Volunteer (out of 56 in the group) terminated just before completion of service. That sent us to the record books, where we found that 11 groups have survived intact. They were Pakistan I, Uruguay I, Iran II, Nigeria II, Niger II, Gabon III, Costa Rica III, Honduras III, Ghana V, Bolivia VI and India VII.

A Peace Corps computer had a crush on trainee Patricia Gallagher. It got stuck on her name and recorded it 350 times on the tape. As a result, her father in Philadelphia was our favorite subscriber (and his mailman our least sympathetic one) during May, when he received 350 copies of THE VOLUNTEER. He graciously returned 349 copies. "I worry about all those people who didn't receive their magazines," he said, "and who missed Mr. Vaughn's message (on re-enrollments)."

Farewell department: President Hamani Diori of Niger gave a party for C. Payne Lucas, retiring Peace Corps director, and Paul Cromwell, deputy director, at the presidential palace. Here Mrs. Lucas sheepishly attacks a *mishwi* under the admiring eyes of her husband, center, and Mme. Diori, right. Mrs. Robert J. Ryan, wife of the U.S. Ambassador, is at left; Cromwell is behind Mrs. Lucas; the new director, Richard Elwell, is behind Mme. Diori. Lucas and Cromwell have taken Washington staff posts.

O'Donnells to Korea

"I saw an article in the paper about a family leaving for the Peace Corps and wrote to Washington to see if I could be of service overseas."

The answer was yes, and as a result Kevin O'Donnell and his ten-member family are headed for Korea, where he will be the first Peace Corps director in that nation.

Before leaving Cleveland, where he was a business executive, O'Donnell and his wife participated in a large adoption ceremony. He adopted his wife's two children and she adopted his six children. Both O'Donnell and his wife were widowed.

Opportunity in Greece

A philanthropic foundation operating volunteer programs on the Greek island of Euboea, about 80 miles north of Athens, is seeking former Peace Corps Volunteers to observe its work and exchange ideas. The foundation, which is engaged in such projects as health, agriculture and forestry, may be able to provide room and board for short periods for any returning Volunteer passing through Greece.

Further information may be obtained from Rupert Mostert, Administrator, North Euboean Foundation, Ltd., Achmetaga, Euboea, Greece, or, from George Gardikiotis in Athens (telephone: 235-583).

Teaching in Japan

Japanese universities are interested in hiring returning Volunteers to teach English for periods of from six to twelve months. Placement time is flexible. If interested, write Dr. Charles B. Fahs, Counselor to the Embassy, American Embassy, Tokyo, Japan.

Senator Robert F. Kennedy and his wife, Ethel, stopped in Tanzania to meet Peace Corps Volunteers on their recent 15-day four-nation tour of Africa.

In the Mbeya region, the senator visited a new School-to-School library, a local community center and TB hospital before dining with Volunteers of the region.

During an informal talk, he told the Volunteers:

"The Peace Corps shows what we stand for; not a selfish society but a society that's interested in other people. So if it wasn't for you and those like you in all parts of the world, not only would people be much less well off . . . but also the United States would be in a far more difficult position. I think the whole country owes you a debt and that's why I'm delighted to see you."

Senator Kennedy met other Volunteers in Kenya and Ethiopia.

—By Bill Pumphrey

Editor's note: Upon his return to New York, Sen. Kennedy told reporters: "The Peace Corps is the most effective operation the United States has in Africa."

CHANGE OF ADDRESS

Name .....

Street or P.O. Box .....

City, State, ZIP Code .....

Effective date .....

Please send with mailing label at right.

PEACE CORPS
WASHINGTON, D.C. 20525

OFFICIAL BUSINESS

POSTAGE AND FEES PAID